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NASA Procedural Requirements

COMPLIANCE IS MANDATORY**NPR 2081.1**Effective Date: February 17,
2004Expiration Date: February
17, 2009[Printable Format \(PDF\)](#)

Subject: Nondiscrimination in Federally Assisted and Conducted Programs

Responsible Office: Office of Diversity & Equal Opportunity[| TOC](#) | [Preface](#) | [Chapter1](#) | [Chapter2](#) | [Chapter3](#) | [Chapter4](#) | [Chapter5](#) | [AppendixA](#) |
[AppendixB](#) | [AppendixC](#) | [ALL](#) |

Preface

P.1. PURPOSE

The purpose of this directive is to establish and convey procedures of the National Aeronautics and Space Administration (NASA or "the Agency") Office of Equal Opportunity Programs (OEOP) on:

- a. Processing administrative complaints of discrimination filed with NASA in any program or activity assisted by NASA not covered under the Department of Education/National Aeronautics and Space Administration/Department of Justice (DOJ), "Agreement Between National Aeronautics and Space Administration and Department of Education to Delegate Certain Civil Rights Compliance Responsibilities for Elementary and Secondary Schools and Institutions of Higher Education."[\[1\]](#)
- b. Processing administrative complaints of discrimination on the basis of disability filed with NASA regarding any program or activity conducted by NASA.
- c. Processing administrative complaints of discrimination filed with NASA regarding any education or training program or activity conducted by NASA.
- d. Conducting civil rights compliance reviews to ensure against discrimination in any program or activity assisted by NASA not covered under the Department of Education/National Aeronautics and Space Administration/Department of Justice, "Agreement Between National Aeronautics and Space Administration and Department of Education to Delegate Certain Civil Rights Compliance Responsibilities for Elementary and Secondary Schools and Institutions of Higher Education."[\[2\]](#)

This manual does not alter the agreement between NASA and the Department of Education designating the Department of Education responsible for certain specific civil rights compliance duties, with respect to elementary and secondary schools and institutions of higher education.

P.2. APPLICABILITY/SCOPE

This NPG is applicable to NASA Headquarters and NASA Centers, including Component Facilities.

P.3. AUTHORITY

- a. NPD 2090.5C, Nondiscrimination in Federally Assisted and Federally Conducted Programs of NASA - Delegation of Authority.
- b. NPD 3713.2G, Federal Equal Opportunity Programs Of NASA.

P.4. REFERENCES

- a. 42 U.S.C. §§ 2000d - 2000d-7, as amended, Title VI of the Civil Rights Act of 1964.

- b. 42 U.S.C. §§ 2000e - 2000e-17, as amended, Title VII of the Civil Rights Act of 1964.
- c. 42 U.S.C § 2473 (c) (1), as amended, The National Aeronautics and Space Act of 1958.
- d. 20 U.S.C. §§ 1681-1688, as amended, Title IX of the Education Amendments Act of 1972.
- e. 29 U.S.C. § 794, as amended, Section 504 of the Rehabilitation Act of 1973.
- f. 42 U.S.C. § 6101, et seq., as amended, the Age Discrimination Act of 1975.
- g. 29 U.S.C. § 794d, as amended, Section 508 of the Rehabilitation Act of 1973.
- h. 5 U.S.C. § 552a, The Privacy Act of 1974.
- i. Executive Order 11478, Equal Employment Opportunity in the Federal Government, August 12, 1969.
- j. Executive Order 12250, Leadership and Coordination of Nondiscrimination Laws, November 2, 1980.
- k. Executive Order 13160, Nondiscrimination on the Basis of Race, Sex, Color, National Origin, Disability, Religion, Age, Sexual Orientation, and Status as a Parent in Federally Conducted Education and Training Programs, June 23, 2000.
- l. 28 CFR § 50.3, Guidelines for the Enforcement of Title VI, Civil Rights Act of 1964.
- m. 28 CFR Part 42, Subpart F, Coordination of Enforcement of Nondiscrimination in Federally Assisted Programs.
- n. 36 CFR Part 1194, Electronic and Information Technology Accessibility Standards.
- o. 14 CFR Parts 1250-1253, Nondiscrimination in Federally-Assisted Programs of NASA - Effectuation of Title VI of the Civil Rights Act of 1964 (Part 1250); Nondiscrimination on Basis of Handicap (Part 1251); Nondiscrimination on the Basis of Age in Programs and Activities Receiving Federal Financial Assistance (Part 1252); and Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance (Part 1253).
- p. 29 CFR Part 1614, Federal Sector Equal Employment Opportunity.
- q. 29 CFR Part 1691, Procedures for Complaints of Employment Discrimination Filed Against Recipients of Federal Financial Assistance.
- r. Department of Education/National Aeronautics and Space Administration/Department of Justice, "Agreement Between National Aeronautics and Space Administration and Department of Education to Delegate Certain Civil Rights Compliance Responsibilities for Elementary and Secondary Schools and Institutions of Higher Education," 52 Fed. Reg. 43385 (November 12, 1987).
- s. Department of Justice, "Executive Order 13160 Guidance Document: Ensuring Equal Opportunity in Federally Conducted Education and Training Programs," 66 Fed. Reg. 5397-5410 (January 18, 2001) (hereinafter referred to as DOJ Executive Order 13160 Guidance Document). [3]
- t. Department of Justice, Coordination and Review Section, "Investigation Procedures Manual for the Investigation and Resolution of Complaints Alleging Violations of Title VI and Other Nondiscrimination Statutes," (September 1998) (hereinafter referred to "DOJ Title VI Investigations Manual"). [4]
- u. Department of Justice, Civil Rights Division, "Title VI Legal Manual," (September 1998) (hereinafter referred to as "DOJ Title VI Legal Manual"). [5]
- v. U.S. Commission on Civil Rights, Federal Title VI Enforcement to Ensure Nondiscrimination in Federally Assisted Programs, June 1996 (hereinafter referred to as "USCCR Title VI Report").
- w. NASA Policy Directive 1440.6G, NASA Records Management.
- x. NASA Procedural Requirements 1441.1D, NASA Records Retention Schedule.
- y. NASA Procedural Requirements 1620.1A, Security Procedural Requirements-- w/Change 1 (9/13/02)

P.5. CANCELLATION

NPR 2090.1A, dated February 17, 2004.

/s/ Dr. Dorothy Hayden-Watkins

Assistant Administrator for Equal Opportunity Programs

| [TOC](#) | [Preface](#) | [Chapter1](#) | [Chapter2](#) | [Chapter3](#) | [Chapter4](#) | [Chapter5](#) | [AppendixA](#) |
[AppendixB](#) | [AppendixC](#) | [ALL](#) |

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